



CUPE CONNECTION

CONTENTS

PAGE 1

CPP Expansion

PAGE 2

President's Message

Contract Language Explained

Welcome Back BBQ

PAGE 3

CUPE Behind the Scenes

2016 Executive

CUPE Member Highlight

PAGE 4

Health and Safety Tips

CUPE BC News

Events

New school year, new school board office.



Moving towards retirement security

By: Treena Harley

Canada Pension Plan

Did you know that over 11 million Canadian workers are without a workplace pension plan? CUPE and the Canadian Labour Congress have been working to improve that situation since 2009 with a strategic plan to expand Canada Pension Plan benefits. CUPE has requested a doubling in the benefit amount. Currently the maximum amount is \$1,100 per month but the actual average amount a retiree receives is just over \$550 per month. Recently, the Federal government provided a plan to the provinces that would expand CPP. The proposed changes would be phased in starting in 2019 until 2026. The Financial Post has given a quick breakdown of what the new numbers would look like: \$7 in year one of the increase (in 2019) in CPP premiums paid by an employee earning roughly \$55,000 a year, and approximately \$4,000 increase in annual pension benefits on work life earnings of \$50,000 per year.

Yes, the Federal Government is trying to get the CPP benefits increased, but that

does not mean workers can relax. At the time of this article, BC has not ratified the plan. There has been vocal opposition by many small business owners saying that it will put an additional financial strain on their resources. CUPE members in SD23 participate in a defined benefit plan (DB). Unlike defined contribution plans (DC), it is the employer who takes on the investment risks, and the DB plan is a set amount that the member receives for life.

CUPE BC is actively encouraging our provincial government to accept the federal government's plan to expand CPP. Please read the following [letter](#) from CUPE BC President Paul Faoro.

Please email Treena Harley with your personal email address to recording.secretary@cupe3523.ca if you would like to be included on the email list for CUPE Connection. (We can't use the District system for Union business). You can also access the newsletter at www.3523.cupe.ca and copies will be delivered to each worksite.

President's Message



Welcome to the 2016-2017 school year! Hopefully, all members enjoyed another beautiful Okanagan summer.

Our first General Meeting of this school year will be held on September 17th, Hollywood Road Education Centre, beginning at 9:30 a.m. Following the meeting, the Entertainment Committee will be hosting a barbecue for members and their families.

Questions? Concerns? Contact your Shop Steward for information or assistance.

Clerical/Library Assistant Stewards

Julie Melia and Elaine Soroka.

Custodial Steward

Jim Anderson

General Steward (NHS, Aboriginal Advocates)
Bill Ewen

Operations Steward (Trades, Techs, Stores)
Dick Beetlestone

SSS Stewards (EAs)
Margaret Varga and Teri Wishlow

Transportation Steward
Duane Wheatley

To email your Steward, google cupe 3523 to go to our website. Click "Contacts" for their Union email address. This is the easiest way to contact Stewards.

EFAP – Employee and Family Assistance Plan

All CUPE employees who hold regular positions and receive benefits are able to use the services of the Employee and Family Assistance Plan.

This plan is provided at no cost to members who access the service. The EFAP is completely confidential within the limits of the law. No one, including our employer, will ever know that you have used the service unless you choose to tell them.

Members can receive a series of sessions with a professional on many issues they have to deal with. If more specialized or longer-term support is needed, the EFAP can suggest an appropriate specialist or service that is best suited to the member's needs. Fees for these additional services are the member's responsibility, but may be covered by our extended health plan.

Here are just a few of the areas that members may need assistance with:

Well-Being – help with stress, depression, anxiety, anger, crisis situations

Relationships and Family – separation, divorce, parenting, elder care

Legal Advice – separation, divorce, custody and child support

Financial Guidance – credit and debt management, budgeting, bankruptcy

Tackle Addictions – alcohol, tobacco, drugs, gambling

Call 1-800-387-4765 if you feel you need some help with personal issues. Help is available 24 hours per day, 7 days per week.

WELCOME BACK BBQ!

The CUPE 3523 Entertainment Committee is hosting its second annual barbecue to welcome members back to a new school year.

Immediately following our General Meeting on September 17th, we invite members and their families to join us at Hollywood Road Education Services to enjoy a hot dog and hamburger lunch. Beverages will be provided. We'll have some games for both adults and their children, as well. We ask that you bring your own lawn chairs.

This is a great opportunity to visit with members and their families that we don't often cross paths with. It also gives everyone a chance to introduce themselves to members new to our Union. We hope you'll be able to join us on September 17th.



CUPE BEHIND THE SCENES



Not all buildings are quiet in the summer. HRES' parking area is under construction with lots of noise! The International Education and Welcome Centre are still admitting students and Fran Stewart is busy with providing transcripts for students going on to post secondary education.



Some of our highly skilled tradespeople creating a new office at ASM Elementary.

CUPE Member Highlight – George York

By: Treena Harley

Who: George was born in Campbell River on Vancouver Island. He is the youngest child and has 4 siblings. His family moved often because his father was a bush pilot in the summer and a mechanic in the winter. He graduated from high school in Powell River and moved to Kelowna right after graduation in 1986 to be with family.

What: George is the friendly voice at the other end of the line when you phone the Help Desk. He not only answers all calls to the Help Desk but also supports the training lab/MyEd Support team and is the tech for the HRES building.

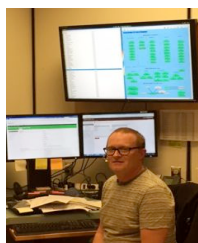
Where: He is part of the Learning Technology Department at HRES.

When: George completed his first diploma at Okanagan College in Electronics Engineering Technology. He then moved on to Water Quality Technology which landed him a lab tech job in the same department. George stayed with Okanagan College for 14 years and then decided to make a career change and enrolled in the Network and Telecommunications program at the college. The School District made the smart move of hiring him for the Help

Desk position in 2010 after a co-op work term and has never looked back.

Why: George and his wife started dating in grade 11 and moved to Kelowna after graduation. They were married in the Rose Gardens at City Park, in Kelowna in 1988 and the first of 4 children arrived in 1990. Their children range in age from 19 to 26. George has many hobbies; working on his landscaping (a 10 year, million dollar plan), playing guitar and reading science fiction novels.

George really enjoys helping people and being a problem solver. But the best part of work for him is the camaraderie he has with the team members of the Learning Tech Dept. He says they are all talented, dedicated, conscientious and all want to support public education. Sound like a description of George himself!



2016 EXECUTIVE

TABLE OFFICERS

PRESIDENT - Wendy Johnson

VICE PRESIDENT - David Tether

SECRETARY TREASURER - Kieran Fahy

RECORDING SECRETARY - Treena Harley

SHOP STEWARDS

SERGEANT AT ARMS - John O'Flaherty

OPERATIONS – Dick Beetlestone

CLERICAL/LIBRARY ASSISTANT – Julie Melia, Elaine Soroka

TRANSPORTATION – Duane Wheatley

STUDENT SUPPORT – Margaret Varga, Teri Wishlow

CUSTODIAL – Jim Anderson

GENERAL – Bill Ewen

TRUSTEES

Ian Gordon
Sandra Ryan
Michelle Noel

OFFICE CLERICAL – Shirley Fears

CUPE NATIONAL REP – Rob Hewitt

211 – 1889 Springfield Road
Kelowna, BC V1Y 5V5

250-860-3523

Health & Safety Tips

Repetitive Strain Injuries -

Provided by CUPE National Health & Safety Resources

Repetitive strain injuries (RSI) are a family of injuries affecting tendons, tendon sheaths, muscles, nerves and joints. They cause persistent or recurring pains most commonly in the neck, shoulders, forearms, hands, wrists, elbows and lower limbs. The term “repetitive strain” is misleading. These injuries are not only repetitive motion injuries but also repetitive trauma, overuse injury, cumulative trauma disorder, occupational musculoskeletal disorder and cervicobrachial disorder. Often, RSI’s have multiple causes. For example, a maintenance worker using a screwdriver may get pains from repetitive use of force while working at an uncomfortable angle.

Many workers are unfamiliar with repetitive strain injuries so everyday aches and pains are overlooked and no connection is made between the injury and the workplace. Aches and pains warn that a serious injury may be developing.

General symptoms include:

- numbness
- tingling and burning sensations
- pain, dull ache
- dry, shiny palm
- swelling around the wrist and hand
- aches and pains which may be strongest at night

Because repetitive strain injuries have numerous causes affecting a variety of areas, eliminating them demands a comprehensive prevention program. The cornerstone of such a program must be to make the job fit the person rather than make the person fit the job. Workers should be informed of the symptoms of such injuries so that they can be identified before any serious injury occurs.

Recognition of RSI’s as serious occupational injuries is yet to be fully recognized. Workers must demand legislation that covers all RSI’s and which recognizes the direct relationship between their injuries and the workplace.

If you do not have a CUPE rep for your Joint Health and Safety Site Committee, please contact Treena Harley, District Support Staff Safety Advisory co-chair.



CUPE BC News

Majority Oppose Public Funding of Private Schools

Polling commissioned by CUPE BC and conducted June 7-9, 2016 by MARU VCR&C (formerly the Research & Consulting division of Vision Critical) shows that just 26 percent of those surveyed were aware that private school funding was being increased while public school budgets are being cut. It also showed that 77 percent of British Columbians surveyed oppose private schools being funded by taxpayers.

This year the provincial government is providing \$358 million in funding to private schools—including elite prep schools such as the one the Premier’s son attends—while requiring school boards to cut \$25 million, and forcing them to close dozens of schools. Since the BC Liberals were first elected in 2001, they have closed more than 240 schools around the province.

Events

September 6, 2016

First day of school

September 17, 2016

General Membership Meeting and BBQ at
Hollywood Road Education Services, 9:30 am
1040 Hollywood Road – Room 2

October 7, 2016

Implementation Day

October 10, 2016

Thanksgiving – Schools Closed